Nova Scotia

ANNUAL REPORT

CLERK'S

Women's Directorate

91-03195/

Nova Scotia

To His Honour
The Honourable
Lloyd R. Crouse, P.C.
Lieutenant-Governor
Province of Nova Scotia

May It Please Your Honour:

I have the honour to present to you the Annual Report of the Nova Scotia Women's Directorate for the fiscal year ending March 31, 1990.

Respectfully submitted,

Donald P. McInnes
Minister

Nova Scotia

The Honourable Donald P. McInnes
Minister Responsible for the Status of Women
Province of Nova Scotia
Halifax, Nova Scotia

Sir:

I take pleasure in presenting to you a report of the activities of the Women's Directorate for the year ending March 31, 1989.

Respectfully submitted,

Cathy MacNutt
Deputy Minister

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on the Status of Women

NOVA SCOTIA WOMEN'S DIRECTORATE

The Nova Scotia Women's Directorate was created to further a coordinated social and economic policy that takes into account the changing role of women. The Directorate's mission is to advise and recommend legislation, policies, and programs needed by women in Nova Scotia to achieve economic, social, and legal equality. The Women's Directorate pursues its mission by:

- working cooperatively with government departments and agencies and industry to improve their policies, procedures, programs, or practices in so far as they affect women;
- conducting the research required for policy and program development or evaluation
- assisting the Minister in creating an informed public, supportive of equality for women
- facilitating the Minister's participation in intergovernmental action on behalf of women through the federal/provincial/territorial structures addressing women's issues
- improving the condition of women in the public service through work with the Interdepartmental Committee on the Status of Women.

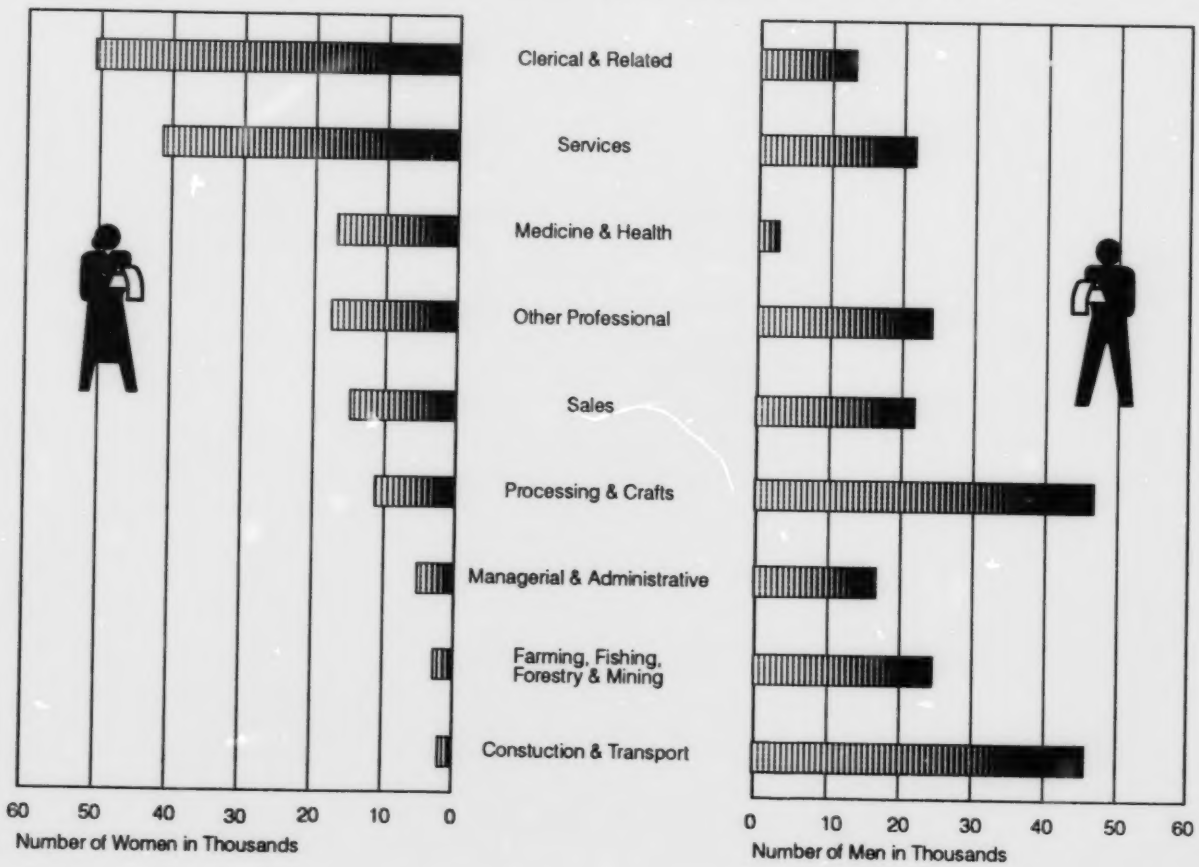
In summary, the Women's Directorate is an agency with responsibility to inform, facilitate, and encourage a coordinated approach to the province's efforts on behalf of women in Nova Scotia. The primary clients of the Women's Directorate are government departments and women in the public service.

WORKING COOPERATIVELY

A critical success factor for the Women's Directorate is the initiation of effective collaborative relationships with departments and agencies of government.

In the course of the year, the Deputy Minister and Director of the Women's Directorate met individually with 22 deputy ministers. During these meetings, the role and purpose of the Directorate was explained and deputies were invited to call on the consultative services of the Women's Directorate. These initial contacts resulted in the Directorate's participation in a number of department-based activities, which are described below.

Occupations of Women and Men in the Nova Scotia Labour Force, 1986



Source: Statistics Canada, Census of Canada 1986
Dimensions: Occupational Trends, Catalogue 93-151

Career Counselling of Girls and Young Women

One of the reasons for the continuing wage gap between men and women is that women are clustered into a relatively small number of occupations. Men, on the other hand, are much more evenly distributed across all occupational categories.

Within secondary schools, school counsellors can play an important part in encouraging girls and young women to broaden the base for their educational and occupational choices. As well, school counsellors, along with other educators, can work toward a school environment that promotes equity in education by identifying and removing barriers to the broadened educational participation of girls and young women.

In pursuit of these goals, the Department of Education struck a Committee on Guidance and Counselling of Girls and Young Women, with participation by the Women's Directorate. The committee's task was to prepare a detailed proposal for a supplement to the existing counselling curriculum. Such a supplement would follow the framework of the existing curriculum, but would attend specifically to its implementation for female students.

The committee's work is based on the principle that equity in education cannot be achieved by treating girls and boys "the same." The accommodation of differences is as important in education as it is in employment.

Acceptance of the detailed proposal would lead to the formation of a task force for implementation. The Women's Directorate would provide research and analysis directed to the professional literature with the purpose of identifying concrete practical steps that school counsellors can undertake in their work with female students.

Violence Against Girls and Women

Over the past decade, there has been an increased level of awareness and concern about violence against girls and women, both in the domestic situation and outside of it. Through the efforts of the women's movement, the concern of professional communities, and the response of elected representatives at all levels, family violence in particular has been recognized as a major social problem requiring concerted action in legislation, policy, and program areas.

The Women's Directorate actively participated in this effort in four ways. First, the Directorate sits on the Provincial Family Violence Committee, which brings together representatives of transition houses with governmental and non-governmental representatives to identify and respond to issues in family violence.

Secondly, the Directorate took part in federal-provincial consultations regarding the federal Family Violence Initiative spearheaded by Health and Welfare Canada.

Thirdly, the Women's Directorate responded to the Health, Education and Social Services (HESS) Committee's request for a proposal to develop a provincial family violence initiative to coordinate the activities of the departments of Community Services, Health and Fitness, Education, Attorney General and Solicitor General.

Finally, the Women's Directorate is assisting in the implementation of the provisions of the Victims' Rights and Services Act by providing input to the Department of the Attorney General's Victim Services Working Group.

Women and Health

Health issues with particular impact on women include:

- reproductive health, including the impact of new reproductive technologies
- the health impact of poverty, which disproportionately affects women and their children
- other health consequences of women's inequality, which, among other things, leaves women principally responsible for nurturing roles in addition to their responsibilities in the paid workforce
- the health problems of aged women who form the majority of the very old (80+) population
- the therapeutic needs of girls and women who are victims of violence, including sexual assault, wife battering, and elder abuse.

In 1989-90, the Women's Directorate provided consultation on these and related issues to the Department of Health and Fitness' ad hoc committee on women and health, in connection with the work of the Advisory Committee on Women's Health, reporting to the Conference of Deputy Ministers of Health.

In the area of mental health, the Directorate took part in the federal-provincial consultation surrounding the strategic proposals in the federal government's document *Striking A Balance*.

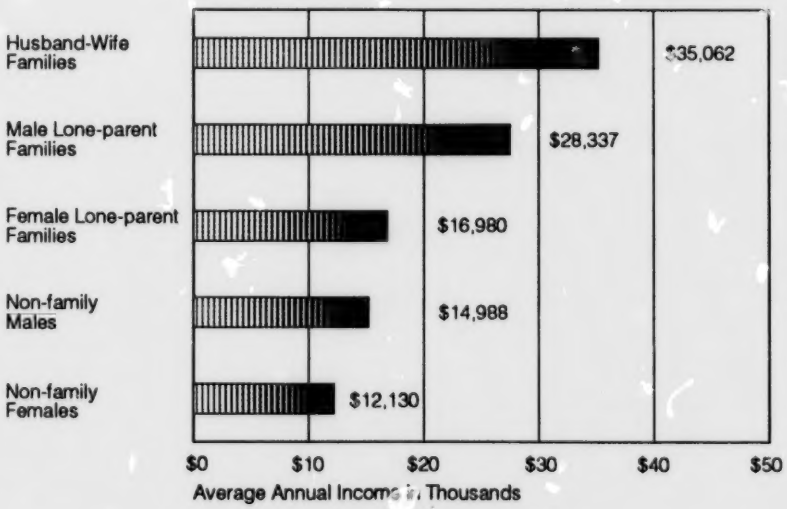
Finally, the Women's Directorate was a participant in the Federal/Provincial/Territorial Working Group on New Reproductive Technologies, along with other women's directorates and Status of Women Canada. Those activities are further described in a subsequent section of this report.

Women in Nova Scotia's Economy

Women's paid labour force participation, income, and family situation have been and will continue to be a topic of paramount interest in the research efforts of the Women's Directorate. It is no exaggeration to say that the great majority of the social and health problems affecting women are directly related to their relatively poor position in the economy.

In addition to its research activities, which are more fully detailed later in this report, the Women's Directorate has taken part in a number of briefings and conferences related to the economy, specifically: briefings on the development of an economic strategy for Nova Scotia, the National Forum of Science and Technology Councils, and the Department of Small Business Development's conference for women entrepreneurs.

Average Annual Income by Family Type in Nova Scotia, 1985



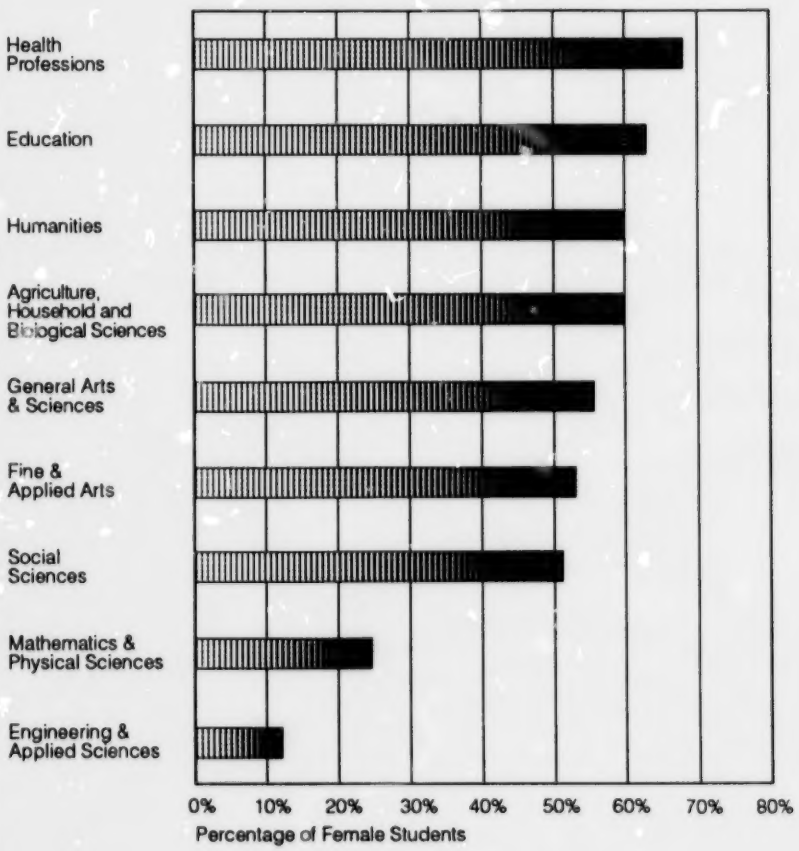
Source: Statistics Canada, Census of Canada 1986, The Nation: Family Income: Census Families, Catalogue 93-117

INTERGOVERNMENTAL ACTIVITIES

The Women's Directorate provided staff support to the Minister's work with colleagues from other provinces and the federal government.

A joint meeting of Ministers Responsible for the Status of Women and Education Ministers was held in February 1989. Discussion focused concerns about the underrepresentation of girls and women in mathematics, science, and technology. A paper on this topic was prepared by the Manitoba Women's Directorate and Status of Women Canada, and was released at the meeting. As well, the Report of the Collaborative Action Working Group on Counselling was presented and released by Status of Women ministers at their annual conference.

Women as Percentage of Students by Discipline in Nova Scotia Universities, 1987



Source: Statistics Canada, Education In Canada, Catalogue 81-229

The joint meeting of Ministers Responsible for the Status of Women and Education Ministers ended with a unanimous agreement to meet again, with February 1991 as a tentative date. Nova Scotia's Women's Directorate and Department of Advanced Education and Job Training are co-chairing a joint working group of education and status of women officials to prepare for the next joint meeting of ministers. Such a meeting will be especially timely because of the federal government's human resource development initiative announced at the November 1989 First Ministers' Conference.

At that First Ministers' Conference, three documents related to prior initiatives on behalf of women were tabled, with Nova Scotia contributing to each one:

- Towards a Labour Force Strategy: Framework for Training for Women: Progress Reports
- Towards a Labour Force Strategy: A Framework for Training for Women - An Assessment
- Integration of Work and Family Responsibilities: Report on Strategies.

Senior officials' meetings were held to plan the ministers' conferences and to provide a forum for collegial consultation and information dissemination. A major area of discussion was supported by the Federal/Provincial/Territorial Working Group on Reproductive Health, in which Nova Scotia took part. The reproductive technologies and their implications for women were the topic for a successful senior officials' briefing.

The Women's Directorate also participated in a joint meeting of Atlantic Canadian Women's Directorates and Advisory Councils on the Status of Women held in Moncton in October 1989.

RESEARCH AND INFORMATION SERVICES

The staff of the Women's Directorate undertook a number of activities in research, library, and information services. As well, briefings and presentations were delivered on request, principally within government.

The first research effort brought together policy and program outlines and information on existing employment equity initiatives across Canada. With the collaboration of the Employment Equity Subcommittee of the Interdepartmental Committee on the Status of Women, the resource material was reviewed and recommendations developed. As a result of this effort, both Women's Directorate staff and the members of the Interdepartmental Committee on the Status of Women can act as internal resources for the implementation of employment equity initiatives within the civil service of Nova Scotia.

The second research project initiated in the first year of operation was the preparation of a statistical handbook summarizing available data on Nova Scotian women, with men as a comparison group. Seven major topics dealt with are:

- Population - fertility, migration, and mortality
- Families in Nova Scotia
- Women in the Paid Labour Force
- The Employment Profiles of Women and Men
- Women and Education
- Incomes of Women and Men
- Aboriginal, "Visible Minority," and Disabled Women

The aim of the project is to provide researchers, planners, educators, community groups, and others with timely and accessible information about women in Nova Scotia. While the data included in the handbook are all in the public domain, chiefly through Statistics Canada, there has not been a single, comprehensive source for this kind of information in Nova Scotia. The anticipated publication date of the statistical handbook is September 1990.

The statistical handbook is prepared from a computerized database. The database is set up in such a manner that ongoing updates of the statistics can be incorporated. The statistical handbook itself will be re-published every two years. A telephone inquiry service will allow users to get current statistical information or to get advice on the use or interpretation of statistical data in the handbook.

For the benefit of members of the Interdepartmental Committee on the Status of Women, a briefing book on women's issues was developed. In addition to the mandate, background, and plans of the Committee, the briefing book contains articles on the women's movement; pay equity; employment equity; demographic, social, and economic facts; violence against women; balancing work and family; and similar matters. By making the briefing book available to interested staff in their own departments, IDC members play a continuing role in promoting positive awareness of women's struggle toward equality.

In the area of library services, cataloguing the 1,000-item resource centre began in January 1990. The resource centre catalogue is developed as a dBase IV application and it is anticipated that cataloguing will be complete by the end of fiscal year 1990-91. The Women's Directorate's resource centre specializes in two main areas: first, government publications related to women; and secondly, training resources for career planning and development of women in Nova Scotia's public service. Print and audio-visual materials are collected.

Another service offered by the Women's Directorate is electronic literature searches on women's issues, as requested by government departments and agencies.

Finally, the Women's Directorate published the first two editions of its newsletter About Women. The newsletter reaches about 13,000 women and men throughout the public service of Nova Scotia. An evaluation based on 100 randomly selected interviews indicated a positive response to the newsletter and provided some good suggestions for future issues.

In addition to the newsletter, the Women's Directorate published a poster entitled Step by Step, which reflects the progress of women in a wide range of occupations. The poster is for use within government departments, particularly to assist the members of the Inter-departmental Committee on the Status of Women in disseminating their names and other information within their home departments.

Women's Directorate staff made a number of presentations on women's issues in the course of the year. Groups addressed included the Cabinet's Social Development Committee, the Conference of the Human Rights Commission, a number of government departments' management groups, and women's professional organizations.

An ongoing activity of the Directorate is a clipping service of metro and national daily papers. The clippings provide concise briefing to the Deputy and Minister, and are transmitted to the Public Archives of Nova Scotia as a historical record for students and scholars of the future.

INTERDEPARTMENTAL COMMITTEE ON THE STATUS OF WOMEN

The Interdepartmental Committee on the Status of Women has operated under the authority of successive ministers responsible for the Status of Women since 1976. Originally, the committee was struck to develop governmental response to the report of the Nova Scotia Task Force on the Status of Women, which had made 95 major recommendations.

Within a year, the interdepartmental committee had supported the passage of the Advisory Council on the Status of Women Act and two omnibus bills to change 19 laws that had been found to discriminate against women.

Over the next decade, the Interdepartmental Committee on the Status of Women primarily provided staff support to ministers responsible for the Status of Women, with ongoing briefing and research especially for intergovernmental meetings and ministers' annual conferences.

Subjects reviewed by the interdepartmental committee included the Matrimonial Property Act, employment equity, pay equity, women in recreation, child care needs, family violence, sexual harassment, pornography, and issues in education and training. The committee developed several plans of action for women, the most recent being adopted by executive council in 1984.

Over the years, the workload associated with the minister's responsibilities became too much for a committee to manage. As well, the necessary focus on short-run needs for briefing and research prevented the Committee from fulfilling that part of its mandate dealing with improvement in the condition of women in the public service of Nova Scotia.

When the Women's Directorate was established and given responsibility to maintain the Interdepartmental Committee (IDC) on the Status of Women, it was able to focus clearly on issues of concern to women in the provincial public service. In the first year directorate staff supported the IDC, it developed a new mission statement and subcommittee structure to pursue its mission.

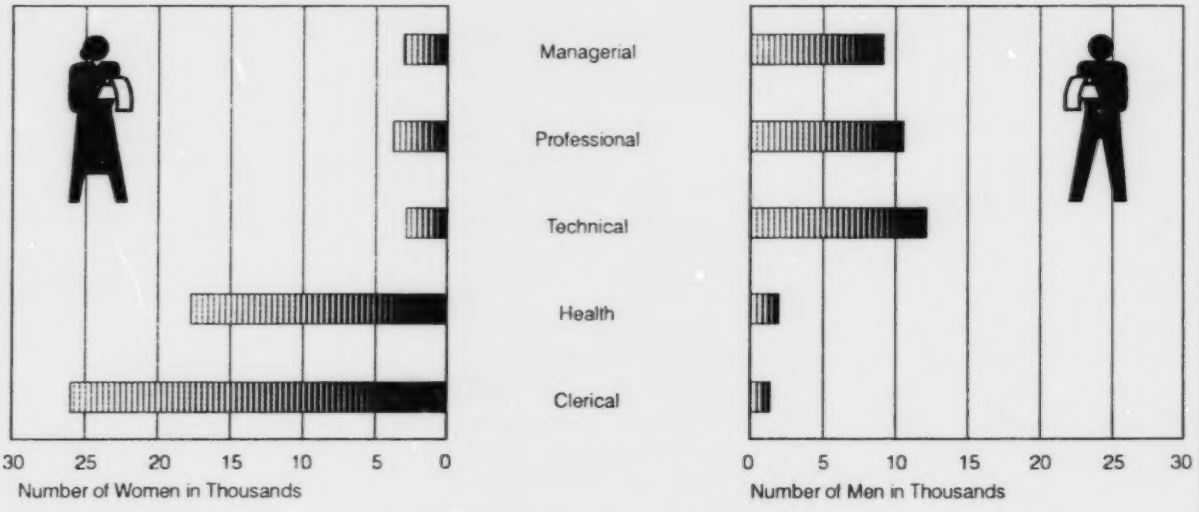
A planning subcommittee developed the following mission statement:

The Interdepartmental Committee on the Status of Women will act in an advisory capacity on government policy, practice and legislation to effect employment equity for women in the provincial public service.

The committee defines employment equity in the wide sense encompassing all measures necessary for women in the public service to achieve equality with their male counterparts.

Throughout 1989-90, the Interdepartmental Committee on the Status of Women benefitted from the contributions of four subcommittees. Their objectives and achievements follow.

Occupations of Women and Men in the Nova Scotia Civil Service, 1988



Source: Nova Scotia Civil Service Commission Annual Report, 1988
Educational classification included in professional group.
Service and maintenance workers excluded because of small numbers

Employment Equity Subcommittee

The subcommittee's objective for 1989-90 was to provide advice and consultation to the Women's Directorate in the development of a report on employment equity. The Employment Equity Subcommittee met weekly during the early fall of 1989 to identify components particularly important in ensuring success for employment equity programming and to make recommendations for implementation of employment equity throughout the public service of Nova Scotia.

Communications Subcommittee

This subcommittee's purpose is to promote positive communications on women's issues between all Committee members and their departments or agencies. As well, the Communications Subcommittee exists to ensure that a positive profile of the Interdepartmental Committee on the Status of Women is established and maintained within the public service.

During 1989-90, the Communications Subcommittee:

- arranged a workshop, How to Run an Effective Meeting, for all Committee members
- surveyed members of the Interdepartmental Committee on the Status of Women to determine what priorities they saw for the development of educational resources
- created an education resource development plan
- co-edited the Women's Directorate newsletter About Women
- advised on the development of the poster "Step by Step".

Execution of the education resource development plan entails the development of nine educational modules in three major areas. The modules are designed to deliver work-related programs to women in the public service. Anticipated titles include:

Balancing Work and Family

Coping With Caring

Balancing Career and Family

Civil Service Benefits Relating to Family Responsibilities

Career Planning

Negotiating Your Commitments

Career Building Policies and Programs in the Civil Service of Nova Scotia

Implementing Your Own Career Strategy

Work and Health

Stress Management

PMS & Menopause

Working Comfortably With Your VDT

The development of the nine modules provided the raison d'être for a new subcommittee, Education and Training, in 1990-91.

Membership Subcommittee

The goal of the Membership Subcommittee is to support the effectiveness of members in carrying out their mandate and to further improve their organizational skills.

During 1989-90, the Membership Subcommittee:

- developed clear descriptions of the role and duties of Committee members and the elected co-chair
- assessed developmental needs of members
- set up an effective nomination and election process for the co-chair
- advised on member appointment, orientation, training, and recognition.

December 6, 1989, the members of the Interdepartmental Committee on the Status of Women attended a reception hosted by the Honourable Donald P. McInnes in recognition of their contributions, and in honour of Mrs. Maxine Cochran.

Planning and Evaluation Subcommittee

The Planning and Evaluation Subcommittee existed to establish and review the objectives, priorities, and work of the Interdepartmental Committee on the Status of Women. This was accomplished through regular review of subcommittee minutes, which eventually led the Planning and Evaluation Subcommittee to conclude that the ongoing monitoring function was best carried out through subcommittee reports to the whole Interdepartmental Committee on the Status of Women.

The Planning and Evaluation Subcommittee held a one-day planning meeting in January 1990 to develop the following fiscal year's workplan. Among the recommendations accepted in due course was that the planning function would best be carried out by the co-chairs, subcommittee chairs, and one additional member for each subcommittee on an annual basis. No standing committee was deemed necessary.

The vitality and success of the Interdepartmental Committee on the Status of Women depends on the motivation of participants as well as the degree of support members receive from the deputy ministers to whom they report. During its first year of operation as a part of the Women's Directorate, the Interdepartmental Committee on the Status of Women successfully worked toward an infrastructure in support of initiatives promoting the full equality of women in the departments and agencies of the Government of Nova Scotia. Two departments, Municipal Affairs and Consumer Affairs, began a process of staff development for women through intradepartmental workshops. Participants learned about the role of the Interdepartmental Committee on the Status of Women and provided feedback about women's interests and concerns. In the final analysis, such actions at the departmental level will be the indicators of success in accomplishing the mission of the Interdepartmental Committee on the Status of Women. The fact that six additional departments already have specific activities scheduled is most encouraging.

INTERDEPARTMENTAL COMMITTEE ON THE STATUS OF WOMEN

March 31, 1990

Co-chairs

Mary Jane Fumerton
Secretary to the Director
Industry Development
Tourism and Culture

Brigitte Neumann
Director
Women's Directorate

Members

Agriculture & Marketing

Susan Horne
Supervisor, Home Economics

Advanced Education & Job Training

Sandra McKenzie
Research & Statistical Officer

Attorney General

Alison Scott
Solicitor

Marie DeYoung
Librarian

Cabinet Secretariat

Audrey Hunt
Administrative Assistant
to the Deputy Minister

Civil Service Commission

Judy Baker
Organization Analyst

Commission on Drug Dependency

Patricia MacNeil
Coordinator of Research

Community Services

Elizabeth McNaughton
Director of Policy, Planning
& Research

Bonnie LeFrank
Planning & Budgeting Officer

Consumer Affairs

Emily Sidey
Personnel Technician

Education

Candace Stevenson
Director, Education
Resource Services
Nova Scotia Museum

Glenda Redden
Consultant, Multicultural Services
Curriculum Division

Environment

Sandra Parker
Secretary to the Personnel
Manager

Sharon O'Connell
Secretary to the Director of Policy,
Planning and Coordination

Finance

Lawna Stewart
Administrative Assistant
to the Deputy Minister

Marilyn Gaudet
Director, Federal/Provincial
Fiscal Relations Division

Fisheries

Estelle Bryant
Seafood Consultant

Kim Lipsett
Legal Services Technician

Government Services

Denise McMeekin
Programmer

Joyce McDonald
Director, Financial Services

Health & Fitness

Brenda Ryan
Director, Research & Statistics

Housing

Bernadette Rozee
Secretary to the
Director of Administration

Human Rights Commission

May Lui
Public Information
& Education Officer

Industry, Trade & Technology

Brenda Haley
Development Planner

Marilyn Hutchings
Senior Industrial Benefits Officer

Labour

Jean Dobson
Director, Research

Pat Clahane
Solicitor

Lands & Forests

Jo-Anne Himmelman
Paralegal Technologist

Management Board
& Executive Council

Dale Darling
Manager, Manuals

Mines & Energy

Linda Ham
Project Geologist

Barbara Delorey
Librarian

Municipal Affairs

Melissa Raymond
Financial Analyst

Small Business Development

Kathryn Malone
Assistant Program Officer/
Community Economic
Development

Linda Laffin
Public Information Officer

Solicitor General

Donna Smith
Coordinator, Research & Planning

Janet Briggs
Staff Training Officer

Sport & Recreation Commission

Carolyn Newcombe
Secretary to the Executive
Director

Tourism & Culture

Mary Jane Fumerton
Secretary to the Director
Industry Development

Transportation & Communications

Carol Smith
Personnel Technician

Ann Tarr
Supervisor, Personnel & Payroll

Women's Directorate

Brigitte Neumann
Director